

External Consultant Information Sheet

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**Primary  
Contact**

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**Brief  
Description  
of Company**

**School Organizational Solutions (SOS)** is a dynamic, data-driven school improvement company that provides extensive evaluation and professional development services to schools and organizations. We are committed to providing substantive and formative evidence-based feedback to schools in order to assist them in facilitating the successful operation, organization, and development of the school.

Our SOS Team comprises diverse team members who collectively represent more than several hundred years of educational experience in a multitude of educational leadership roles at the elementary, middle school, high school and collegiate levels. School Organizational Solutions team members have been involved in the implementation of charter schools in the Indianapolis area, as well as teacher preparation, educational leadership and principal preparation, multicultural education, urban education, and special education, naming only a few of the many skills represented in team members.

We employ both qualitative and quantitative methodology in order to formulate an evidence-based and accurate portrait of the school or organization's performance.

Our team has been conducting Site Visits with the Mayor's office since its inception and has a full understanding of the Mayor's Performance Framework through many years of experience serving as school evaluators, and through involvement in area charter schools.

We are a local, Indianapolis-based organization with a thorough understanding of the Indianapolis community and its education landscape.

School Organizational Solutions is dedicated to supporting the evaluation and improvement needs of public charter schools and providing other professional development services as needed, to ensure successful charter school development and operation.

<p><b>Team Members</b></p>	<p><b>Terrence O. Harewood, Ph. D</b>  Dr. Harewood is a professor of Multicultural Education at the University of Indianapolis where he currently teaches courses in Educational Leadership, Multicultural Education and Social Foundations. He holds a doctorate from Miami University in Educational Leadership, with a focus on multicultural school transformation. He was awarded the University of Indianapolis Teacher of the Year in 2011. A Nationally Certified Trainer, Harewood has extensive experience in school evaluation including more than 10 years experience as a site team member with the Mayor’s Charter Schools. He is also a sought after trainer in the area of intercultural competence for school leaders and teachers.</p> <p><b>Angelia Ridgway, Ph. D</b>  Dr. Ridgway has extensive K-12 teaching experience in both public and private school settings, from urban to rural. She has published two books on instructional strategies. Dr. Ridgway was the UIndy School of Education Teacher of the Year Nominee in 2010 and received the 2011-2012 "Collegiate Spanish Teacher of the Year Award" from the Indiana American Association of Teachers of Spanish and Portuguese for her contributions to preparing beginning Modern Language teachers. Currently, Dr. Ridgway is working on two, grant-funded projects. One project entails the study of hybrid language learning and learner needs and the other focuses on the development of multicultural competencies in graduate students as they enter Teacher Education.</p> <p>Dr. Ridgway holds a BA in Spanish, an MEd in Secondary Education and a Ph. D in curriculum and instruction. Her research Interests are secondary teaching methodology, engagement strategies, teacher development. Dr. Ridgway is also very proficient in qualitative methodology that allows a scientific approach to evaluating qualitative data</p> <p><b>Cheryl McLaughlin, MS Education</b>  Cheryl is a former teacher and has also served as a school board leader of a 16,000-student Indianapolis school district for twelve years (serving four years as President of the School Board). She was a founding board member of the Lawrence Early College High School Charter School in Indianapolis, and following that, served on the Indianapolis Mayor's Charter School Board, which was the authorizing entity for the Mayor's Charter Schools. For the past six years she has been an evaluator of charter schools, working for the Indianapolis Mayor's office and, more recently, IU Center for Evaluation and Education Policy (CEEP) and EdPower. Cheryl has served on several National Education Committees and In 2006 she was named Outstanding Educator during the Salute to Women of Achievement.</p>
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	<p><b>Margaret (Margie) Labelle, MS Special Education</b> Margie has 38 years of experience as a special education teacher, coordinator and director in Indiana. She began her career at Crossroads Rehabilitation Center and then served as a special education teacher and coordinator for 18 years in Indianapolis Public Schools. Following this she was the Director of Special Education Services for the East Central Special Services Cooperative which provided special education services for multiple Indiana School Districts. She left this position to become the Director of Special Education in Lawrence Township School District in Indianapolis. She retired in July, 2011 and joined Central Indiana Education Services Center as a Professional Development Trainer and Special Education Consultant for teachers and administrators. During her career Margie has served on many DOE, school and community boards, committees and focus groups, working towards improved services for students with disabilities.</p> <p><b>Kate Reinhardt, MAT Education</b> Kate is a former teacher and is currently an Instructor and Fieldwork Placement coordinator for student teachers at the University of Indianapolis. Her experience as a founder-teacher at a Mayor of Indianapolis sponsored charter school provides her with unique insights into the inner-workings of Charter Schools.</p>
<b>Cost Information</b>	<ul style="list-style-type: none"><li>▪ 2<sup>nd</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 4<sup>th</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 6<sup>th</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 3<sup>rd</sup> Year Site Visit: \$5,000 - \$9,000</li><li>▪ 6<sup>th</sup> Year Site Visit: \$5,000 - \$9,000</li></ul>